

## **Abstract**

The topic of this final thesis is protection of personal rights of employee in general. The author of this work intends to describe legal regulation of protection of personal rights in labour Law in Czech Republic.

Thesis is divided into three main chapters, while some of them are further divided into more detailed subchapters. The first chapter is mainly focused on general description of personal rights in the field of constitutional law. These articles are essential for the further legal regulation. Afterwards follows more detailed description of certain articles which are connected with the topic of this final thesis from Charter of Fundamental Rights and Freedoms. Then we can also find defined legislation included in Civil Code, with an accent to subsidiary relation between Labour Code and Civil Code.

The main part is dedicated to legal protection in labour law. That means regulation of relations formed between the employer and the employee. A big emphasis is given to the term “privacy” and the term privacy at the workplace in particular.

Furthermore is the thesis focused on monitoring employees at workplace and also describes the conflict of two fundamental human rights – the employee’s right to privacy and the employer’s right to own and protect his or her property.

Subchapters are then aimed at specific ways of monitoring, such as correspondence confidentiality, wiretap of phone calls, monitoring via GPS localization, camera surveillance systems and monitoring of computer technology.

Last part of the final thesis describes a specific problematic of personal rights of employee in terms of working while using the Internet. This part includes description of basic key words and terms and also application of theoretical basis to labour relations.

The term appearing in the whole thesis is the development of computer technologies and an increasing access to the Internet in workplaces. This fact is obviously worrying for the employees, because of increased risks for the employee’s privacy.